

FORD/OAKAR REGULAR CIVIL SERVICE

BASIC PROVISIONS

- ° Age 55 Retirement
- ° 1% accrual X years of service X high 3
- ° Supplemental Annuity from retirement to age 62
- ° Thrift Plan - Maximum 10% employee contribution with government matching one half up to 6% of employee contributions (Maximum gov't contribution 3%)
- ° Full COLA

AGENCY CSRS EMPLOYEES AGE 55 WITH 30 YEARS SERVICEUNDER FORD/OAKAR

FINAL SALARY	<u>\$30,000</u>	<u>\$45,000</u>	<u>\$60,000</u>	<u>\$75,000</u>
--------------	-----------------	-----------------	-----------------	-----------------

REPLACEMENT RATE AT 55

Pension	28%	28%	28%	28%
Supplement	16%	12%	9%	8%
Total	44%	40%	37%	36%
Thrift Plan	14%	14%	14%	14%
Total *	58%	54%	51%	50%
Current CSRS	53%	53%	53%	53%

REPLACEMENT RATE AT 62

Pension	28%	28%	28%	28%
OASDI	17%	13%	10%	8%
Thrift Plan	14%	14%	14%	14%
Total	59%	55%	52%	50%

* Employee Contribution to Achieve Total:

Social Security	5.7%
Basic Pension Plan	1.3%
Thrift Plan	<u>6.0%</u>
TOTAL	13.0%

ROTH/STEVENS-SPECIAL CATEGORIES

BASIC PROVISIONS

- ° Age 50 Retirement
- ° 1% Accrual X years of service X high 5
- ° Supplemental annuity from Retirement to age 62
- ° Thrift Plan - Maximum 10% employee contribution with government fully matching up to 5% of employee contribution (Maximum gov't contribution 5%)
- ° Reduced COLA

CIARDS EMPLOYEES RETIRING AT AGE 50 WITH 25 YEARS OF SERVICEUNDER SPECIAL CATEGORY PROVISIONS

FINAL SALARY	<u>\$30,000</u>	<u>\$45,000</u>	<u>\$60,000</u>	<u>\$75,000</u>
REPLACEMENT RATE AT 50				
Pension Plan	22%	22%	22%	22%
Supplement	14%	10%	8%	6%
Total	36%	32%	30%	28%
Thrift Plan	9%	9%	9%	9%
Total*	45%	41%	39%	37%
Current CIARDS	47%	47%	47%	47%
REPLACEMENT RATE AT 62				
Pension Plan	16%	16%	16%	16%
OASDI	15%	11%	9%	7%
Thrift Plan	9%	9%	9%	9%
Total	40%	36%	34%	32%

*Employee Contribution to Achieve Total:

Social Security	5.7%
Thrift Plan	5.0%
TOTAL	10.7%

FORD/OAKAR-SPECIAL CATEGORIES

BASIC PROVISIONS

- ° Age 50 Retirement
- ° 1.7% Accrual (1st 20 years); 1.5% (after 20) X years of service X high 3
- ° Supplemental annuity from Retirement to age 62
- ° Thrift Plan - Maximum 10% employee contribution with government matching one half up to 6% of employee contribution (Maximum gov't contribution 3%)
- ° Full COLA

CIARDS EMPLOYEES RETIRING AT AGE 50 WITH 25 YEARS OF SERVICEUNDER SPECIAL CATEGORY PROVISIONS

FINAL SALARY	<u>\$30,000</u>	<u>\$45,000</u>	<u>\$60,000</u>	<u>\$75,000</u>
REPLACEMENT RATE AT 50				
Pension Plan	39%	39%	39%	39%
Supplement	14%	10%	8%	6%
Total	53%	49%	47%	45%
Thrift Plan	9%	9%	9%	9%
Total*	62%	58%	56%	54%
Current CIARDS	47%	47%	47%	47%
REPLACEMENT RATE AT 62				
Pension Plan	39%	39%	39%	39%
OASDI	15%	11%	9%	7%
Thrift Plan	9%	9%	9%	9%
Total	63%	59%	57%	55%

*Employee Contribution to Achieve Total:

Social Security	5.7%
Basic Pension Plan	1.8%
Thrift Plan	<u>6.0%</u>
TOTAL	13.5%